

**LEMON GROVE CITY COUNCIL
AGENDA ITEM SUMMARY**

Item No. 1.G
Mtg. Date September 1, 2015
Dept. City Manager's Office

Item Title: **Southern California Firefighters Benefit Trust**

Staff Contact: Corinne Russell, Human Resource Manager

Recommendation:

Adopt a resolution (**Attachment A**) approving participation in the Southern California Firefighters Benefit Trust and include certain promoted out positions.

Item Summary:

The City and Lemon Grove Firefighters Association, Local 2728 entered into a Memorandum of Understanding (MOU) on June 17, 2015. During the negotiations of the new MOU, the City agreed to administer a program that allows all members of the union to deposit pre-taxed money into a fund for health care upon retirement. This benefit is managed by the Southern California Firefighter Benefit Trust, but the City will administer their payroll deductions and remit contributions for the members.

This benefit requires all Union members to participate with a pre-established set dollar value. If members promote to a management position, which prevents them from being a member of Local 2728, he/she would typically no longer be eligible to participate in this program. This resolution will allow Fire Department personnel who have promoted out of the Union to continue to participate.

Fiscal Impact:

[None.]

Environmental Review:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Not subject to review | <input type="checkbox"/> Negative Declaration |
| <input type="checkbox"/> Categorical Exemption, Section [] | <input type="checkbox"/> Mitigated Negative Declaration |

Public Information:

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> None | <input type="checkbox"/> Newsletter article | <input type="checkbox"/> Notice to property owners within 300 ft. |
| <input type="checkbox"/> Notice published in local newspaper | <input type="checkbox"/> Neighborhood meeting | |

Attachments:

RESOLUTION NO. 2015-____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMON GROVE, CALIFORNIA,
APPROVING MANDATORY EMPLOYEE CONTRIBUTIONS TO THE “MEDICAL EXPENSE
REIMBURSEMENT PLAN” OF THE SOUTHERN CALIFORNIA FIREFIGHTERS BENEFIT
TRUST**

WHEREAS, the Lemon Grove Firefighters Association Local 2728, has elected to participated in the Southern California Firefighters Benefit Trust, which provides a tax-favored “Medical Expense Reimbursement Plan” which will provide reimbursement for medical expenses for retired fire fighters who meet the eligibility rules of the Plan;

WHEREAS, each employee represented by the Lemon Grove Firefighters Association Local 2728 participates in this Trust by employee/employer contribution under a side letter of Agreement titled “Establishing Southern California Firefighters Benefit Trust” and

WHEREAS, certain management safety personnel promoted out of Local 2728 have indicated their request to also participate in this Trust through mandatory employee/employer contributions; and

WHEREAS, the governing body of the City of Lemon Grove has the authority to authorize mandatory deductions from employee payroll, and hereby enters into this “Special Agreement,” as defined in the Trust Agreement Governing the Southern California Firefighters Benefit Trust, for contributions to such Trust; and

WHEREAS, the Employer acknowledges receipt of a copy of the Southern California Firefighters Benefit Trust “Medical Expense Reimbursement Plan;”

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lemon Grove, California hereby:

1. Certify that all of the above recitals are true and correct;
2. Authorize the City to impose a \$ 100.00 per employee per month mandatory deduction to be deposited with the Southern California Firefighters Benefit Trust for all eligible employees, as defined by the Trust, and those who promote out of the Local 2728 bargaining unit on or after September 2, 2015. This amount shall be adjusted whenever, and in the same amount that, the contribution amount in the bargaining agreement with IAFF Local 2728 is adjusted; and
3. That this Resolution shall take effect upon its adoption by this City Council.